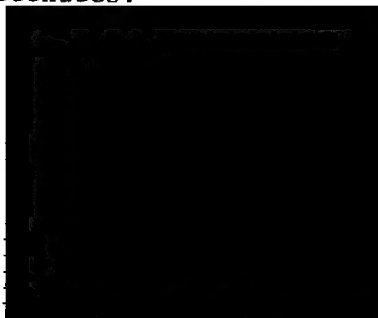


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CAREER SERVICE PANEL
Minutes of the Meeting
5 August 1968

Attendees:

Chairman



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Recording Secretary

1. The meeting was called to order at 1050 hours by the Chairman.
2. The following items were deleted from the CSP agenda for 5 August 1968:
 - a. Item 4. Future action will be taken.
 - b. Item 8. Action completed on this item.
3. [REDACTED] moved that the minutes for 1 July be approved as written. [REDACTED] seconded the motion. Vote unanimous.
4. At this point, Messrs. [REDACTED] stated that they had submitted their division evaluations on GS-14's for the meeting of 1 July in writing to [REDACTED] and they asked that this be made part of the CSP record.
5. [REDACTED] reported on the following:

PROMOTIONS (Approved by OP)

1. GS-3 to GS-4; [REDACTED] Registry/ORD
2. GS-4 to GS-5; [REDACTED] RP/ORD
3. GS-6 to GS-7; [REDACTED] BSD/ORD
4. GS-11 to GS-12; [REDACTED] An/ORD
5. GS-11 to GS-12; [REDACTED] An/ORD
6. GS-13 to GS-14; [REDACTED] PC/ORD
7. GS-13 to GS-14; [REDACTED] Optics/ORD

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5. (Continued)

QUALITY STEP INCREASE

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1. [REDACTED] AP/ORD, GS-5, Step 2 to GS-5, Step 3.
(Notice dated 18 July 1968)

ADDITIONS

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1. [REDACTED] GS-6, Secretary Steno, D/ORD - 16 July 1968

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2. [REDACTED] GS-4; Clerk Stenographer, AP/ORD - 8 July 1968
3. [REDACTED] GS-4; Clerk/Admin/ORD - 15 July 1968

TERMINATIONS

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1. [REDACTED] GS-4; Clerk Typist, Admin/ORD - 8 July 1968 - Health
2. [REDACTED] GS-5, Secretary Steno, PC/ORD - transfer to
NPIC as Illustrator

LWOP (For 1 year)

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1. [REDACTED] GS-5, Secretary Steno, Admin/ORD - 26 July - Health

6. Discussion followed on Career Management, Personnel Rotation Plan, and a recommended ORD Career Service Panel Symposium. Some of the highlights of the discussion were:

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- a. [REDACTED] had seen the DD/S&T draft on the Career Management and Rotation plan submitted to Colonel White. Much of the report featured rotation as a principle to enforce as needed. [REDACTED] felt that it should be handled on an individual basis. ORD is identifying the "comers" who are on a fast track and need special handling for consideration by DD/S&T in accordance with their request.

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- b. A meeting with the DCI on Career Management and Rotation is planned for October with the Directorates. There will be a meeting with DD/S&T before the Agency meeting. After the Rotation plan is discussed with DD/S&T, [REDACTED] felt that the points brought up in the meeting should be discussed with ORD Career Service Panel to see how they felt about the recommendations, and what actions, as a Panel, they should take on these recommendations.

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- c. [REDACTED] stated that on Page 2 of his ORD Memo-4279-68, a set of considerations had been outlined which might represent a framework in which the CSP could get together and talk about ORD problems in acquiring, developing and assigning employees in the future. This discussion would not be to arrive at policy. The whole intention of the exercise would be to get together and state thoughts and ideas. The recommendations should then be presented to D/ORD.

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6. c. (Continued)

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██████████ felt that it might be a worthwhile presentation before the DD/S&T exercise so that Mr. Chapman would go into the meeting prepared with ORD ideas and thoughts.

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██████████ thought that such a meeting, before the DD/S&T meeting, had many advantages.

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d. ██████████ stated that it might be a good idea to invite Mr. Duckett to an ORD Career Service Panel meeting. He would be provided with a list of questions in order that CSP might ask Mr. Duckett's advice on them. ██████████ felt that Mr. Duckett should be given the facts on what ORD is required to "live with" and what ORD can do in Career Management in the light of a real "live" situation.

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e. ██████████ stated that Division Chiefs are required to use approaches to employees which were agreed upon 2 or 3 years ago. He stated that ORD is operating much differently now and that it was necessary for him to talk to new applicants on an entirely different plane than he did before. He felt that the Panel should present this case to D/ORD. ██████████ felt that if the DD/S&T was made aware of these needs, it might stimulate him to approach the DCI with the fact that the Agency has some long range problems and changes are needed.

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f. ██████████ felt that the collective voices of ORD Career Service Panel would have more effect on DD/S&T. This "give and take" exchange could be a good thing.

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g. ██████████ felt that the ORD Career Service Panel Symposium should be held before the meeting with Mr. Duckett. Mr. ██████████ felt that it should be a 2-day symposium. He thought that one day should be taken for the exchange of views and reflection. The next morning should be spent in reviewing what had been discussed the day before. The afternoon should be scheduled for discussion with D/ORD.

h. The general conclusion of this discussion was:

(1) There would be a CSP Symposium and all members would be asked to attend. DD/ORD appointed ██████████ to chair this meeting, with ██████████ acting as co-chairman. ██████████ was to arrange a suitable time and place, plus provide an agenda for the meeting.

(2) There would be a meeting with D/ORD and DD/ORD at the end of the CSP Symposium.

(3) A short session with Mr. Duckett and the ORD Career Service Panel would be arranged at Hdqtrs at a time convenient for him.

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6. (Continued)

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i. [REDACTED] asked the members to review his Memo #4279-68 and provide any additional notes, suggestions or deletions. He would then prepare the agenda. He felt that his agenda should not be a rigid one.

j. The ORD Career Symposium was set for 16 and 17 September.

7. There were no nominees selected for the Harvard Business Course.

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8. It was decided that further work on the CSP semi-annual report to ORD employees would be necessary. [REDACTED] would work further on this report. The Division Chiefs were asked to come prepared with suggestions as to what should be included in this report at the 17 September CSP meeting.

9. The next meeting of the CSP will be on the afternoon of, and immediately following, the symposium.

10. Career Service Panel then went into Executive Session to discuss a special promotion action.

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[REDACTED]

Executive Secretary/CSP

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APPROVED.

[REDACTED]

Chairman, CSP

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